

THE BULLETIN

DECEMBER 13, 1999 ~ 53RD YEAR ~ NUMBER 9

INSIDE

All the president's advisers

MEMBERS OF THE UNIVERSITY community share their recommendations to the new president. *Page 3*

The meaning of Dec. 6

ON THE 10TH ANNIVERSARY OF the Montreal massacre, a young engineer offers her thoughts. *Commentary. Page 5*

Pashley cedes to the new leader

A SELF-PROCLAIMED BIRGENEAU booster, Pashley realizes he should have run for governor general. *Page 9*

More Talks Needed to Avert TA Strike

BY BRUCE ROLSTON

NEGOTIATIONS TO AVERT A strike by the university's teaching assistants will continue right up to the Christmas break, although the workers of Canadian Union of Public Employees, Local 3902, are continuing with their plans to start picketing Jan. 3.

Three more days of mediation have been scheduled by the union and the administration, beginning Dec. 17.

The two sides seemed far apart Dec. 7 at a student information session organized by the Students' Administrative Council. Professor Ian Orchard, vice-provost (students) and CUPE 3902 liaison officer Stephen Pender debated the merits of their respective positions for two hours in front of a crowd of around 75 in Northrop Frye Hall.

"For the work we do we should be adequately compensated," said Pender. "Will we compromise? No, not unless our membership tells us to."

The teaching assistants have thus far been firm in their demand for a 20 per cent wage increase, from \$30 to \$36 an hour, and a system of graduated tuition waivers for TAs to offset recent increases in their tuition. A third demand

~ See MORE TALKS: *Page 4* ~

Birgeneau Charts Course for Presidency

BY SUSAN BLOCH-NEVITTE

AFTER 36 YEARS, ROBERT Birgeneau is coming home.

A native of Toronto, Birgeneau graduated from St. Michael's College in 1963, the year after his wife, Mary Catherine, earned her undergraduate degree at St. Mike's. He began his U of T career on a full scholarship in Greek and Latin — then switched to mathematics and physics; he says his St. Michael's high school teacher has never really forgiven him.

As of July 1, Birgeneau begins a very different relationship with U of T, as its 14th president, succeeding President Robert Prichard for a seven-year term renewable to 10.

He described his role during 24 years at Massachusetts Institute of Technology (MIT) as being "a faculty member first, an administrator second." With more than 350 books and journal articles on solid-state physics to his credit — a sizeable number of them completed during his eight-year tenure as dean of MIT's School of Science — Birgeneau walks the talk. Next March he will be awarded the J.E. Lilienfeld Prize from the American Physical Society for outstanding contributions to physics. The most recent recipient was Steven Hawking.

"I had the privilege of working at one of the lead schools of science and continuing exposure to outstanding faculty, students and staff," Birgeneau said. "U of T also has outstanding people and those experiences will be immediately transferable. Public and private universities have distinct differences but they share the obligation to provide an outstanding education."

He means outstanding on an international stage — continuing the imperative set by Prichard that U of T rank among the world's

leading public research universities. Birgeneau also plans to make U of T a leader in education and, with the help of new technologies, move away from a four-year experience to a "lifetime experience." He also

Although tuition at MIT is a stratospheric \$25,000 US a year, Birgeneau is quick to point out that the only people who pay the full freight are those who can afford to. "MIT admits students on the basis

environment will support that."

Birgeneau, who received his doctorate from Yale University in 1966, also learned a few of life's lessons living in New Haven, Conn. — a city where privilege and poverty live side-by-side along the perimeters of Yale's august campus. While a doctoral student, he volunteered at an inner-city community centre where "few white faces were ever seen," he recalled. "It was remarkable to see the lives young blacks lived and how separated they are from mainstream life." His wife also spent considerable time within New Haven's black community as a social worker.

Later Birgeneau became an executive officer of Southern Teachers Inc., a Yale-based organization that recruited young faculty to teach in historically black colleges and universities.

Then in the early 1970s, as an invited guest to a scientific conference at the Russian Academy, Birgeneau found himself knee-deep in the "refusenik" movement where Russian Jewish intellectuals were not permitted to emigrate from the Soviet Union. Jewish scientists were also barred from attending the conference, so Birgeneau and his colleagues formed an alternative conference that attracted not only internationally acclaimed Jewish scientists but a large number of KGB agents as well. Birgeneau became a frequent spokesperson on the refuseniks, appearing regularly on broadcasts by Radio Free Europe.

"I was a child of the 60s," Birgeneau said. "I knew society wasn't going to change if people didn't act." Twenty years later he would support the efforts of women faculty members in MIT's School of Science to achieve parity in

~ See BIRGENEAU: *Page 2* ~



Robert Birgeneau: "a faculty member first, an administrator second."

believes that every qualified student should be able to receive an education and hopes to increase the university's endowment for needs-based assistance.

of merit and I would view it the same way here. University should be available to all qualified students and it is the university's responsibility to ensure that the economic

Munroe-Blum Urges Action on Innovation

BY PAUL FRAUMENI

WHILE ONTARIO HAS MADE significant progress in fostering research and innovation, Professor Heather Munroe-Blum, vice-president (research and international relations), says immediate action must be taken to fill major gaps if the province is to remain competitive against more aggressive international players.

This is the key finding in a landmark study written by Munroe-Blum, *Growing Ontario's Innovation System: The Strategic Role of University Research*. The report was accepted last week by the report's sponsor, the government

of Ontario.

According to the report the province has "compelling gaps ... in its capacity to innovate.... Urgent action is required to address Ontario's competitiveness. In the global knowledge society, speed wins. We cannot afford to let the world pass us by or to leave decisions so central to our future in the hands of others."

The province, along with universities, the federal government, communities, industry and business, must act now so Ontario and Canada won't continue to lag behind other more aggressive jurisdictions, the report urges. Munroe-Blum notes that universities are the

chief suppliers of talent and knowledge, the two strategic resources for innovation.

The report points out that both federal and provincial governments have fostered innovation through such initiatives as the Canadian Institutes of Health Research, the 21st Century Chairs for Research Excellence and the Premier's Research Excellence Awards.

Still, major gaps in competitiveness remain, including:

- lack of federal and provincial support for the indirect costs of university research
- lack of a provincial health research council
- lack of international benchmarks

for research excellence

- an undervaluing of the social sciences and humanities in major provincial and federal research awards programs
- caps that currently exist on research award programs discouraging big thinking and transformative research
- lack of international study opportunities for Ontario students and, similarly, a weak record of recruiting international students.

The report's main recommendations include:

- base all university research programs on principles of excellence,

~ See MUNROE-BLUM: *Page 2* ~

IN BRIEF



Prichard visiting professor at Harvard

FOLLOWING THE END OF HIS 10 YEARS AS PRESIDENT OF U OF T ON June 30, Robert Prichard will begin a one-year appointment as visiting professor of law at Harvard University's law school. "I am eager to return to teaching and scholarship," Prichard says, "and Harvard will be an excellent place to do both. As a great law school with stimulating colleagues and highly motivated students, Harvard is far enough from U of T to be out of the way of my successor but close enough to spend time in both Cambridge (Massachusetts) and Toronto." Prichard taught at Harvard's law school in 1983-1984, immediately before his appointment to U of T's Faculty of Law. He plans to return to U of T in July 2001 to take up his appointment as a professor in the law faculty and in the Higher Education Group at OISE/UT.

Early planet formation catalyst for others

A STUDY BY TWO FORMER CITA AT U OF T RESEARCHERS SUGGESTS that early planet formation in other planetary systems triggered the formation of other planets. The paper by Philip Armitage and Brad Hansen appears in the December issue of *Nature*. Armitage and Hansen completed this study as part of their post-doctoral work at the Canadian Institute of Theoretical Astrophysics. According to the researchers, recent discoveries of extrasolar planets show that interaction between massive planets and the disks of gas and dust from which they formed are vital in determining the final shape of planetary systems.

New acting editor for *The Bulletin*

JILL RUTHERFORD, A COMMUNICATIONS OFFICER IN THE DEPARTMENT of public affairs, has been appointed acting editor of the *University of Toronto Bulletin* for an eight-month term beginning Dec. 15, 1999. She replaces editor Suzanne Soto who will be on maternity leave. Rutherford can be contacted at 978-7016 or via e-mail at: jill.rutherford@utoronto.ca

U of T buries high-tech sprinkler system

U OF T'S GROUND SERVICES RECENTLY INSTALLED AN IN-GROUND sprinkler system beneath front campus. The \$27,000 system, designed by Vanden Bussche Irrigation, can water the entire field in two hours, which is more water-efficient and less labour-intensive. Prior to the installation of the new system, the ground crew manually watered the area, which took up to five hours with a groundskeeper moving the sprinklers every hour.

Birgeneau Comes Home

~ Continued From Page 1 ~

professional advancement, pay and respect.

When women faculty members came to him with concerns, he helped launch a comprehensive study embracing all six divisions of the School of Science. The study revealed inequities in salary, space, awards and resources as well as difficulties junior women faculty encountered in balancing work and family responsibilities. Birgeneau didn't wait for the final report to begin addressing the concerns, including a concerted and successful effort to recruit more women to the school.

As *Science Magazine's* Andrew Lawler said in a story on the report: "MIT's dean of science was the hero of the MIT saga, according to many of the women involved."

Prichard called Birgeneau's appointment "inspired ... brain gain at its best. One of Canada's great minds is returning to guide a great university," he said. "It's wonderful news for the university, the province and the nation."

Wendy Cecil-Cockwell, chair of Governing Council and head of the presidential search committee, called Birgeneau an exceptional

academic. "(He) best exemplifies the qualities the university was seeking in its next leader — a sound record of commitment to first-class teaching and research, the ability to foster co-operation and teamwork throughout all levels of an institution, a strong belief in diversity and proven success in facilitating partnerships with government and industry."

Birgeneau believes that those partnerships are both vital and an obligation of business and industry. "Research universities make important contributions to the social and economic development of the province and the nation," he said. "But those partnerships must be forged in a manner that protects the basic values of the institution. Universities must never become the job shops of industry."

Three of his and Mary Catherine's four children are currently in university: Catherine is a PhD student at the University of Massachusetts and a clinical psychologist specializing in eating disorders. Patricia — who just had her first child — is specializing in pediatrics as a fourth-year medical student at Yale. Michelle is a master's stu-

dent in education at Lehigh University and assistant coach for the women's varsity soccer team. Son Michael is a financial analyst who manages college endowments.

U of T made Canadian headlines this year when its endowment cracked the billion dollar mark. MIT's endowment is in excess of \$7 billion. Speaking at last week's news conference Birgeneau said that one difference between Canadian and the U.S. universities, historically, has been Canada's near total reliance on government support of its universities. "But U of T has made remarkable progress in building up its private support. We'll need to continue attracting significant private funding," he said, "and the motivation should be national pride."

"Does this mean you'll also be working to increase government support?" a reporter asked.

Birgeneau didn't skip a beat. "Of course."

Anyone wishing to meet with Birgeneau may make an appointment by calling Chris Cunningham in the president's office at 978-8792 or e-mailing him at chris.cunningham@utoronto.ca.

Munroe-Blum Reports on Innovation

~ Continued From Page 1 ~

competition, academic/scientific autonomy, distinctiveness and optimal teaching-research interaction

- harmonize federal and provincial research policies
- establish a Research Performance Fund and an Ontario Health Research Council.
- open all research and scholarship programs to all disciplines
- fund basic as well as applied research
- enhance research-teaching synergies and grow academic programs that link the liberal arts and social

sciences with education in the sciences and the professions and with experience in the knowledge-based sectors

- create an Ontario university intellectual property management program, led by universities
- develop strategic plans and networks to attract internationally significant research programs
- create high-profile opportunities to recognize and celebrate our talent and research innovations and successes.

On Dec. 7, Premier Mike Harris

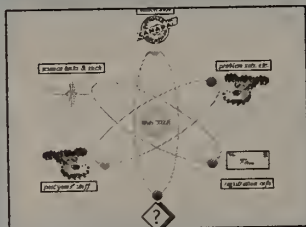
announced the formation of the Ontario Science and Innovation Council, one of the key recommendations of the report.

The province asked Munroe-Blum to undertake the study last spring. Working with President Emeritus James Duderstadt of the University of Michigan and Sir Graeme Davies, principal and vice-chancellor of the University of Glasgow, she compared the province's current research and innovation framework with those of similar jurisdictions in Canada, the U.S. and the United Kingdom.

ON THE INTERNET

FEATURED SITE

Physicist by day, pool shark by night



EVERY YEAR FIVE GIFTED high school science students are chosen to represent Canada in the International Physics Olympiad, an annual competition among students from 60 countries. U of T's department of physics runs a

nine-month Physics Olympiad preparation program, POPTOR, that trains science students for the national competition and provides all Ontario high school students with an excellent and interesting opportunity to broaden their exposure to physics. The POPTOR site contains this year's problem sets along with an archive of previous problem and solutions sets, recommended science links and photos from previous POPTOR camps. This spring 20 top students will receive an all expenses paid weekend at U of T's training and selection camp. The National Team will then proceed to the XXXI International Physics Olympiad, to be held in England. And don't miss the nifty QuickTime clip that demonstrates a previous problem of how to pocket four pool table balls all lined up in a row, with one shot.

<http://www.physics.utoronto.ca/~poptor/>

U OF T HOME PAGE
www.utoronto.ca

WAYS OF GIVING
www.donations.utoronto.ca

RESEARCH UPDATES (NOTICES)
<http://www.library.utoronto.ca/rir/hmpage/>

PHD ORALS
www.sgs.utoronto.ca/phd_orals.htm

U OF T JOB OPPORTUNITIES
www.utoronto.ca/jobopp

If you want your site featured in this space, please contact Audrey Fong, news services officer, at: audrey.fong@utoronto.ca



SITES OF INTEREST

Parking permit envy

THE NEXT TIME ANYONE ASKS YOU WHERE TO FIND PARKING on the St. George campus be sure to refer him or her to this site. You'll be able to access digital maps, parking rates and procedures on securing the highly coveted campus parking permit. The parking safety tips are certainly worth reviewing.

<http://www.facilities.utoronto.ca/admin/parking/admnpark.htm>

U of T Library hours

WHILE MOST FACULTY, STAFF AND STUDENTS WILL BE TAKING some time off this holiday season, many people will still need to access library resources. Be sure to check this site for facility hours and closures between Dec. 22 and Jan. 3. The central library's regular hours begin Monday, Jan. 3 while the hours of other campus libraries may vary.

http://www.library.utoronto.ca/directories/guide_to_libraries/

Advice for the New President

The Bulletin asked some faculty, staff and student representatives which issues they'd like to see addressed by the new president. Here are their thoughts:



RONA ABRAMOVITCH

Director, Transitional Year Program

"That he be totally committed to enhancing access to the university for underrepresented students, particularly those with few resources, and to increasing faculty diversity at the University of Toronto."



MICHAEL CHARLES

Dean, Faculty of Applied Science and Engineering

"To put in place the resources that this university really needs to help faculty and students realize their goals and to relieve faculty of some of the things they've had to do for themselves to give them more time to think and be creative."



THOMAS MCINTIRE

Director of graduate studies, Centre for the Study of Religion

"Reaching out to a whole worldwide range of studies is very vital. Retrenching and concentrating on areas that get immediate funding is not a good idea. There are lots of areas that don't get immediate funding but which are crucial for a genuinely comprehensive university."



CARL AMRHEIN

Dean, Faculty of Arts and Science

"Three things — faculty recruitment, faculty retention and the issue around which these revolve: provincial money. [He must] convince the provincial government to improve greatly the level of funding to universities in Ontario."



PAUL CARSON

Executive assistant to the dean, Faculty of Physical Education and Health. Coached by Birgeneau to a football championship at St. Michael's College School

"To address the quality of student experience outside as well as inside the classroom [including] the important role played by the colleges ... and the role of athletics and physical education on all three campuses in [creating] a better university experience."



MATT LENNER

President, Students' Administrative Council

"This university — as much as it may be run by the administration — is here to provide a service for students. Student involvement at all levels is vital. I would like to see him provide a consistent means for students to be involved and to have actual real input in how the university is run."



CAZ ZYVATKAUSKAS

Division of Development and University Relations and a negotiator for the United Steelworkers of America, Local 1998

"Administrative and technical staff are the backbone of the university; without us, you'd have to carry this institution around in a bucket. We need job security, decent pensions, good benefits and working conditions."

CANDLES FOR THE FALLEN



SUSAN KING

Renée Haverhals and Meg Hirst are captured in the glow of candles lit in remembrance of the 14 women engineers slain 10 years ago at L'Ecole Polytechnique in Montreal. The Dec. 6 ceremony was held at Philosophers Walk.

\$3 Million Endowment Boosts HIV/AIDS Research

BY STEVEN DE SOUSA

ON THE EVE OF WORLD AIDS Day Dec. 1, the Ontario HIV Treatment Network announced a \$1.5 million donation to the University of Toronto which, when matched by the university, will create a \$3 million endowment to establish a chair in HIV/AIDS research.

The endowment will create a multidisciplinary program bringing together researchers within the Faculty of Medicine to develop strategies for HIV vaccine development and other therapeutic and preventive strategies for HIV. The chair holder will play a key role in the overall immunobiology of HIV infection research program, which is committed to consultation with and involvement of persons living with HIV/AIDS.

"This is an outstanding opportunity to develop an integrated research program to respond to

the needs of the HIV/AIDS community," said Professor Eliot Phillipson, chair of the department of medicine. "A major research program in a field as complex as HIV/AIDS requires a multidisciplinary approach, integrating the methods of basic science, epidemiology and health services research with those of conventional clinical investigation."

Since successfully recruiting Dr. Kelly MacDonald in 1994 the department of medicine has made its HIV/AIDS program a research priority. MacDonald, director of the program and an assistant professor of medicine, has been actively involved in recruiting other leading HIV/AIDS researchers to the university and its affiliated teaching hospitals to form a core research group focusing on the immuno-biology of HIV infection.

"This initiative will provide the catalyst for a more comprehensive approach to HIV research at U of T,"

said MacDonald, also a microbiologist and infectious disease consultant at Mount Sinai Hospital and member of the board of the Ontario HIV Treatment Network.

Toronto has the largest population of persons with HIV in Canada and is among the top five largest such populations in North America. HIV is estimated to infect 1,600 new people every day worldwide.

Established in 1998, the HIV treatment network is an independently incorporated, not-for-profit organization funded by the AIDS Bureau, Ontario Ministry of Health. It acts as a collaborative network of people living with HIV/AIDS, health care providers, researchers, community-based organizations and government, with a mandate to provide leadership and advance policy relating to the optimal treatment and care of people living with HIV in Ontario.

U of T Cops Excellence Awards

NEARLY HALF OF THE ONTARIO scientists and researchers awarded the 1999 Premier's Research Excellence Awards are from the University of Toronto.

Set up by the Ministry of Energy, Science and Technology, the research excellence awards program will provide \$75 million over 10 years to support training and research initiatives for graduate students, post-doctoral fellows and research associates.

Of the 128 award winners announced in 1999, 58 are associated with U of T.

Round one of the awards program announced this past April recognized 30 U of T professors and researchers. In round two announced last week, 28 of 61 award winners were from U of T.

The award winners' research areas were diverse, ranging from medical and biotechnical research to computer science and

telecommunications.

In total, nearly \$8 million in award grants were given to the 58 U of T scientists and researchers.

Disclosure Urged

SUPPLIERS OF MERCHANDISE that bears U of T's logo will soon be asked to provide the names and locations of their manufacturers.

A task force of students, faculty and staff examining trademark and licensing issues at U of T has recommended the disclosure as a major step in ensuring that U of T licensed merchandise is manufactured under humane and non-exploitative conditions. Licensed suppliers will have until the end of January to provide the information to Jon Dellandrea,

vice-president and chief development officer, whose portfolio includes trademarks and licensing. He says the disclosure will be a condition for renewal of the licences and that no new suppliers will be licensed until the university has developed a formal policy. Some 40 suppliers hold licences to manufacture merchandise bearing U of T's name or other identifiers. It is estimated that U of T derives around \$60,000 in annual royalties from the sale of licensed merchandise.

CIUT: New Interim Manager Takes Charge

Student council hopes to bring end to fiscal and organizational woes

BY SUZANNE SOTO

THE UNIVERSITY OF TORONTO'S community radio station, CIUT-FM, hopes a new interim manager will be able to solve some of its on-going financial, organi-



Brian Burchell

zational and staffing troubles.

Brian Burchell has been hired by the Students' Administrative Council to oversee the station. He is a former chair of CIUT's board, a U of T graduate, publisher of the community newspaper *The Annex Gleaner* and current member of Governing Council.

"To continue running the station well we need short- and long-term financial planning and we need somebody on the ground, day-to-day, to run the operation," said SAC president Matt Lenner.

"We felt Brian would be the best person to get us back on track."

Jim Delaney of Student Affairs, which provides advice and assistance to station staff, concurred. "Brian will put financial procedures in place that ensure accountability and organize business practices to help out volunteers."

Burchell, Delaney said, was chosen because of his many ties to both the university and its surrounding community and added

that the administration fully supports SAC's decision to hire an interim manager.

SAC, which provides much of the station's funding through a student levy, has managed CIUT's affairs since the summer. At that time, CIUT lost its programming director, did not renew some of its volunteer programmers' contracts and had most members of its board of directors resign following months of internal strife. One of the volunteer

programmers is now suing CIUT on libel and slander charges, which is another challenge facing the station.

As part of his duties, Burchell is expected to begin implementing recommendations of a campus task force report that examined the station's problems earlier this year and suggested improvements. These include reducing CIUT's accumulated deficit — still believed to be over \$100,000 — and having more U of T program-

ming and student involvement at the station.

Affiliated with U of T for over three decades, CIUT-FM faced a serious financial and organizational crisis earlier this year when it was revealed the station owed over \$200,000 to creditors and its staffing arrangements were in complete disarray. Since then, both SAC and the administration have been trying to return the station to its former fiscal and organizational health.

More Talks Needed to Avert TA Strike

~ Continued From Page 1 ~

concerns extending the length of the standard TA contract from the current three years.

The university's position is that adding \$4 million in wages and \$8 million in fee waivers to its current TA budget of \$14 million would be untenable. If there is to be tuition relief, Orchard argued, it should be available to all graduate students, not just those holding a TA appointment, and distributed through the student aid system.

"The issue here is solely money," Orchard added. "It would be irresponsible for the university to direct \$12 million in tuition waivers to working TAs when the

other 75 per cent of graduate students are in need of multi-year funding packages."

That sentiment was echoed Friday when Provost Adel Sedra announced the launch of a new task force on graduate student financial support to be chaired by Orchard. The group, which will include representatives from the Graduate Students' Union, will study the question of how to improve the university's funding of its graduate students and give its recommendations back to Sedra in March.

Both sides agree on the need to minimize the disruption for students but Orchard conceded at the

meeting that spring half-courses staffed solely by TAs may be cancelled if final negotiations fail. Pender, meanwhile, warned the union would consider as "scab" labour any faculty members or other workers doing teaching assistants' jobs in January.

Negotiations are also continuing with other bargaining units on campus. Campus service workers represented by Canadian Union of Public Employees, Local 3261, are poised to become the university's second bargaining unit to be in a legal strike position, effective Dec. 27. Their leadership, however, has agreed to hold off job action, pending a final round of mediation

Jan. 10 and 11. Another unit representing OISE/UT's 182 graduate assistants broke off its own talks with the administration Dec. 9 and could also be in a legal position to strike by January.

Negotiations with some of the university's other smaller bargaining units have been more successful, however. On Dec. 8, the electricians of the International Brotherhood of Electrical Workers, Local 353, ratified a two-year contract with salary increases of 1.5 and two per cent. And today the OISE/UT research officers and assistants (OPSEU Local 578) are voting on a tentative agreement they concluded with the administration last week.

Uoft Staff and Faculty:

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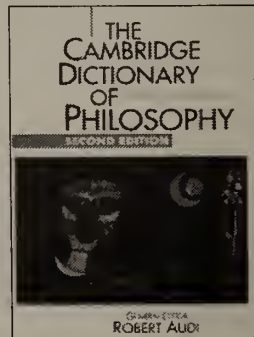
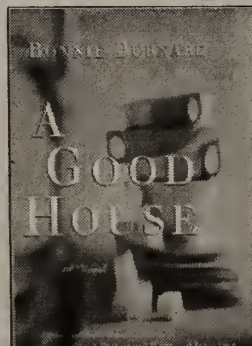
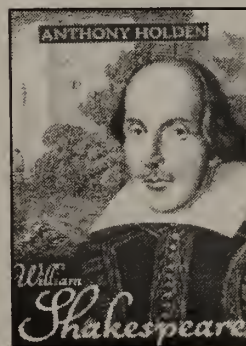
O'Brien Is Going Places.

Peter O'Brien, formerly of Community Relations, currently of University College (Development), is leaving U of T Dec. 31. Say goodbye at Croft Chapter House, Wed., Dec. 15, 10-11:30 a.m.

**For more information:
Tillie Shuster 978-7482.**

Stock up on what Santa missed

The U of T Bookstore's Annual Boxing Day Sale



25%

**off all regular priced books, clothing,
gift items and stationery***

* textbooks, medical, leather jackets, computer software and hardware,
Cleartnet phones, magazines and rings exempt.

December 27th & 28th

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TEN YEARS AFTER

A woman engineer turns remembrance into a fuel for action

WAI-LYN WONG

HEADLINES FROM 1989. FOR ME THAT meant Tiannanmen Square and war in the Middle East. I faintly remember the Montreal Massacre, but only because the word Montreal meant that for once, *our* country, had made "big news" like the other "exciting" countries.

But who was Marc Lépine? I was only 10 at the time and back then headlines didn't make an impression on me unless the death toll was shocking — somewhere in the thousands at least. Only 14 people were killed? Oh. Disappointing. How callous I was, but I guess that's what it's like when tragedy is not a word in one's vocabulary.

Over the past few weeks I have been thinking a lot as well as reading the papers and listening to the sad stories on the radio, told by family members and friends of the 14 female engineering students who were shot dead by Lépine at L'Ecole Polytechnique in Montreal. I wanted to figure out what the event could mean for me and I must say that my attitude towards all of this has changed completely since 1989.

We all know the story: Lépine was convinced that these young women were at fault because they were studying engineering and that they were "feminists" for just that reason. He managed to get a hold of a gun, compile a hit list and, fully intentionally, kill 14 before killing himself.

At first I was rather indifferent, seeing this event as a moment of lunacy, a solitary act of a madman, and the unfortunate fate of the individuals he shot dead. The stories on the radio and my personal reflections, however, have been chipping away at my old view of the event.

I am now a third-year student of mechanical engineering at the University of Toronto and outwardly, at least, there isn't much difference between the situation 10 years ago at L'Ecole Polytechnique and mine today. Like them, I am a young woman studying engineering at a Canadian university in a class dominated by a large male majority and in the midst of taking my final exams. Trying to forget about this event didn't work for me; the "that could be me..." thoughts are a little too scary to just shrug off.

Instead I feel a tightening at the centre of my being, and a



little chill there too, because the situation comes closer to me now than it did before. There is a feeling of disgust at the few, but terribly sick, people out there who exhibit extreme symptoms of a sickness from which our culture still suffers. This sickness is the violent face of sexism, lingering from the days when gender equality had yet to be born.

Have attitudes changed over the last 10 years? Certainly, because I am one of many young women who have been encouraged to study engineering and I feel completely at home in my classes — the "Gender Issue" doesn't come up in my mind very often at all. We have definitely come a long way and those who have been active in supporting women in engineering have done an admirable job.

I think to myself, though, that there are still men who have the urge to lash out at women for reasons resembling those of Lépine. The fact that these urges exist, whether they are acted out in subtle ways, or even not acted out at all, is scary. The battle has only been completely won when even the tiniest inkling of temptation for violence has been eradicated.

Although no easy, cure-all solution to violence exists, I am inspired by people who have turned their energy into fuel for action. For some, the act of remembrance can be a powerful sign

to the world that we condemn these acts of brutality against women and that their lives were not taken in vain. Remembrance might mean attending a candle light vigil or wearing a white ribbon. For others, their feelings are expressed in their pursuit for tougher gun control laws or in campaigns to stop violence against women. *Quatorze*, a choral piece commemorating the deaths of the 14 women, was produced this year as a CD single; the proceeds will help support various anti-violence campaigns.

I am not a feminist crusader but the fact that it is the 10th anniversary of their deaths makes me want to do *something*. Now I finally see why people take action. Should I, too, put on a white ribbon in commemoration? Donate money to help battered women? Lobby for tighter gun legislation? What does it mean to me if I do each of these things?

I asked myself, How can I express myself sincerely, in a way that is meaningful for others too?

What came of this was the formation of a group called WISE U of T — Women in Science and Engineering at the University of Toronto. WISE U of T is part of a nation-wide organization with chapters in cities and universities across Canada. Through WISE, I have found a place where I feel that I can contribute my little bit.

Certainly, Lépine's views are nonsense; there is no automatic stamp that turns every woman engineer into Lépine's twisted idea of a "feminist." Still, there are probably some young women out there thinking, Why, that could have easily been me! Maybe engineering isn't such a good idea. That's why my aim is to convince at least a few of these women that if they like "engineering stuff," then they have the potential to be great engineers.

I have recently met a few very cool, and very "human," women engineers. To me, these women are reassuring proof that it is possible to be all that being human means — and to be a successful engineer on top of that too. I hope to be like them when I grow up. Contrary to the popular myths, women can engineer, and *also* have a social life, a family and a fun time too.

Wai-Lyn Wong, 20, is a third-year mechanical engineering student and director-general of WISE U of T.

GAIL GELTNER

Holiday Library Hours



December 22, 1999 ~
January 2, 2000

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Dec. 22 & 23, 8:30 am - 6:00 pm
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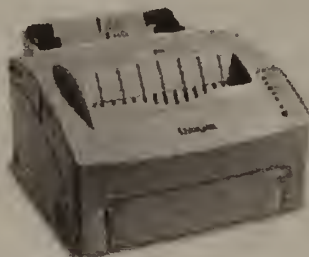
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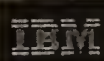
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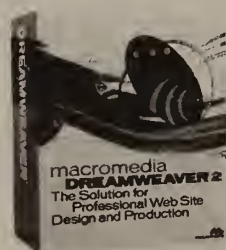
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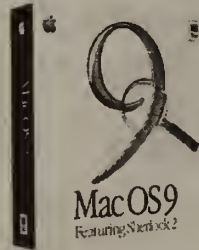
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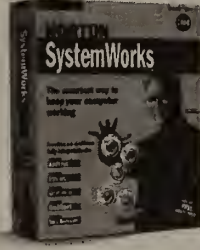
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U of T Helps Students Cope With Residence Delays

BY BRUCE ROLSTON

THE UNIVERSITY'S NEW GRADUATE residence will likely stay vacant for the rest of the school year, due to construction delays.

University officials have made alternate arrangements for the 250 graduate and second-entry and 150 undergraduate students who are inconvenienced by the latest in a series of delays.

The delays are due in large part to ongoing labour shortages in the Toronto building industry. Residence manager Glenn Greer said the residence, which he had originally hoped might be open to partial occupancy before Thanksgiving, will not be ready for the first students to move in until at least March.

"At the very best, half of the residence could be ready by March 1. However, this date is not a guarantee considering the history of delays. The residence probably will not be completely ready for occupancy until May 1."



Construction on the new graduate residence continues.

Faced with the reality that any occupants this year would enjoy no more than a few weeks in the new residence before classes end, the university has cancelled plans for any occupancy this academic year.

For the first-year undergraduates

housed by the university in downtown hotel space, this means extending their stay at the Primrose Hotel and a second downtown location for the rest of their year. Off-campus housing arrangements for graduate students are also being

continued. Starting January the monthly maximum rent for both graduates and undergraduates is being reduced by \$100, to \$400 a month, with the university picking up the remainder.

New spaces are also being opened up at the hotels and elsewhere for those graduates and undergraduates who have been sitting out the delay in homes or private rentals.

As well graduate and second-entry students who were guaranteed a room in the new graduate residence are now being offered some money to help them find alternative accommodation. Undergraduates in the hotel rooms will have their TTC costs covered by the university.

All of these arrangements have cost the university in excess of \$1.7 million to date.

The university is doing what it can to help the undergraduates who were offered the hotel accommodations when the guarantee of a room for any first-year student needing one was oversubscribed last

September. Additional phone lines to help with Internet connection for the hotel students have been installed and some limited on-floor food storage and preparation facilities are in the works, said Pearl Karimalis, co-ordinator of off-campus housing and residence information.

"We know the preparation of food and eating out has been expensive and inconvenient [for the Primrose students] and we wish to improve the situation as best we can."

Social events to help the undergraduate space to feel more like a university residence are being planned as well, she said.

U of T isn't alone in using unconventional methods to house students. The University of Maryland, the University of Massachusetts at Amherst and Boston University have all housed students in hotels this term due to campus residence shortages while Northeastern University in Boston is using the local YMCA and vacant city apartments.

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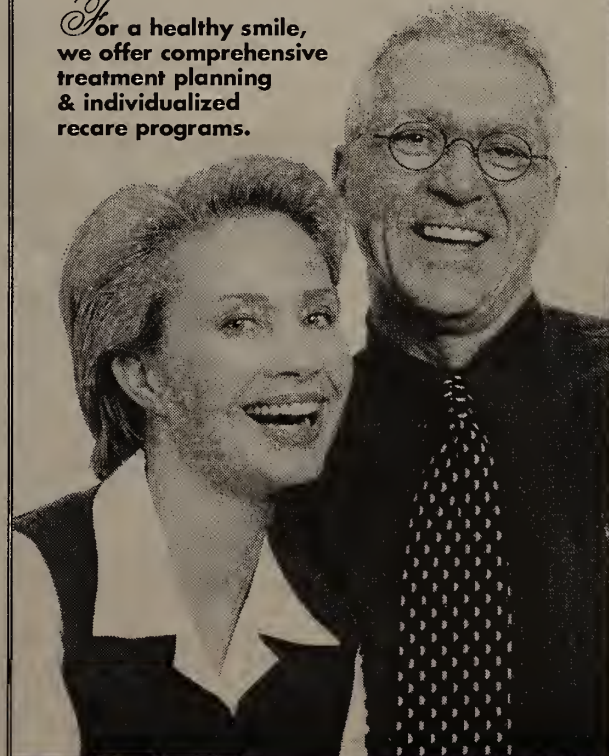
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A decision to cancel classes or to close the University will only be taken under the most severe weather conditions.

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GOVERNING COUNCIL ELECTION 2000

Nominations open:
January 17th, 9 a.m.

Nominations close:
January 28th, noon

Positions:

- 4 teaching staff seats:
IB - Scarborough
IC - A&S Humanities
III - Medicine
IV - Dent, Nurs, Pharm, PEH
- 4 full-time undergraduate student seats
- 2 part-time undergraduate student seats
- 2 graduate student seats
- 2 administrative staff seats

Governing Council is composed of 50 members including the President, the Chancellor, 16 government appointees, 12 teaching staff, 8 alumni, 8 students, 2 administrative staff and 2 presidential appointees. Council and its Boards are responsible for approval of such items as:

- academic and incidental fees
- establishment of new academic programs
- major admissions and awards policy
- the University's budget
- campus planning and capital projects
- personnel policies
- campus and student services

Information and nomination forms are available from:

Susan Girard
Chief Returning Officer
Room 106 Simcoe hall
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The membership of the Governing Council should reflect the diversity of the University.
Nominations are, therefore, encouraged of a wide variety of individuals.



GOVERNING COUNCIL ACADEMIC BOARD ELECTION 2000 LIBRARIANS AND TEACHING STAFF

Nominations open:
January 17th, 9 a.m.

Nominations close:
January 28th, noon

Positions:

- 16 Teaching Staff:
- 1 Engineering
 - 5 Arts & Science
 - 1 Erindale (Humanities)
 - 1 Scarborough (not Hum/Soc Sci)
 - 1 Dentistry
 - 1 Forestry
 - 3 Medicine
 - 1 Music
 - 1 OISE/UT (not Soc&Eq Studies/CTL)
 - 1 Pharmacy
- 1 Librarian

The Academic Board of the Governing Council includes 48 elected teaching staff, 16 of whom will be elected through this call for nominations. There are also two elected librarians, one of whom will be elected this year. The Board and its committees are responsible for all matters affecting the teaching, learning and research functions of the University, the establishment of University objectives and priorities, the development of plans and the effective use of resources in the course of these pursuits.

Information and nomination forms are available from:

Susan Girard
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The membership of the Governing Council should reflect the diversity of the University.
Nominations are, therefore, encouraged of a wide variety of individuals.

IN THE NEWS



University of Toronto people are in the news every day. The following is a sampling from November and December:

Anaplastology focus of Nature of Things

WHAT HAPPENS IF A PERSON IS BORN WITHOUT EARS OR LOSES A NOSE to cancer? Irene Healey, a graduate of the biomedical communications program at U of T and one of only four anaplastologists in Canada addresses this issue in her work everyday. On Nov. 22, CBC-TV's the Nature of Things interviewed Healey along with other doctors and surgeons in a riveting program examining the art of artificial tissue reconstruction. The one-hour segment entitled Design for Dignity: Engineering Body Parts focused on three areas: prosthetic facial features, knee replacements and various aspects of tissue engineering.

U of T: A model for fund raisers

JOHN DELLANDREA, VICE-PRESIDENT AND CHIEF DEVELOPMENT OFFICER at U of T, was recently featured in the second story of a three-part series focusing on the changing face of fund raising written by *The Toronto Star*. According to *The Star*, U of T fundraising researchers develop and cultivate donor relationships as "tenderly as a hot-house flower." Of particular interest was the \$7.5 million donation by billionaire eBay developer and U of T graduate, Jeff Skoll — a donation in which Dellandrea played a key role.

It's about time

U OF T WAS THE UNIVERSITY OF CHOICE OVER OTHER U.S. UNIVERSITIES for Nefra Faltas, a 20 year-old human-biology and philosophy major and U.S. resident. A recent article in *Time* showcased U of T among other Canadian universities as an attractive alternative to U.S. colleges for American students searching for affordable post-secondary education. The article also noted that the number of American students attending U of T is on the rise: 152 students began their first year this fall, 56 more than last year.

Rotman dean in fast company

PROFESSOR ROGER MARTIN, DEAN OF JOSEPH L. ROTMAN SCHOOL OF Management, was named to *Fast Company's* Who's Fast 2000, an annual list of unsung heroes and rising stars who have a significant impact on their colleagues, their industries and the world around them. Martin was cited for his mission to "reinvent business education" in the bid to propel U of T's management school to among the top 10 business institutions in the world.

COMPILED BY SUE TOYE

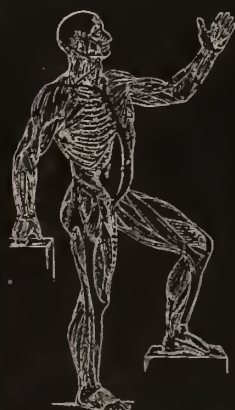
Holiday Closings

THE UNIVERSITY WILL BE closed from 5 p.m. Tuesday, Dec. 21 to Monday, Jan. 23 when normal activities resume. During this period all buildings on all three campuses will be closed with the exception of Hart House (978-2452), the Athletic Centre (978-3436) and the U of T Bookstore (978-7900) and some libraries.

The libraries — Robarts,

engineering and the Gerstein Science Information Centre — will be open every day except Dec. 24, 25 and Jan. 1; please check the ad on page 5 regarding holiday hours. As well the Division of Development and University Relations at 21 King's College Circle will open its doors Dec. 22, 23, 29 and 30 from 9 a.m. to 5 p.m. and from 9 a.m. to 3 p.m. Dec. 24 and 31 to facilitate the collection of donations.

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Discussion Paper on Enrolment Expansion at the University of Toronto

This *Discussion Paper on Expanding Enrolment at the University of Toronto*, is intended to frame the issues which the University must face in considering how to respond to the dramatic increase in university enrolment in Ontario projected over the next decade. This paper does not recommend a course of action; rather, it identifies factors to be considered and presents some numerical scenarios as a way of sharpening the focus of discussion.

The paper has been discussed at the November 18 meeting of the Planning and Budget Committee of Academic Board, and at the Academic Board itself on December 2, and will be discussed at Governing Council on December 15. With the publication of the paper in this issue of *The Bulletin*, we hope to encourage discussion of these issues across the University community.

On the basis of input received in response to this discussion paper, the administration plans to develop a framework for expansion, which will be the subject of another paper and which will serve to guide more detailed planning. Toward that end, comments should be received in the Provost's Office by January 28, 2000.

Over the next decade, the University of Toronto will be faced with very strong — some might say inexorable — pressure to expand enrolment. Demographic trends in Ontario, and particularly in the Greater Toronto Area from which we draw over seventy percent of our enrolment in first-entry undergraduate programs, will yield significantly greater numbers of students seeking university admission. These trends will, moreover, be exacerbated in the short term by the effect of the “double cohort” of Ontario high school graduates which is expected to result from the reduction of the high school curriculum from five to four years. If the University is to respond to these pressures in a manner that does not jeopardize but rather advances its mission, we need to think very carefully about the conditions under which it would and would not be appropriate for the University to expand. This paper is intended to provide the basis for a full discussion of these issues, in order to inform the University's response to what is undoubtedly the greatest challenge we will face in the near future.

Background:

Over the next decade, a confluence of factors is likely to lead to an historic surge in demand for university education in Ontario — an increase of as much as 40 percent (or about 89,000 students in absolute terms) in the number of students seeking to enrol in Ontario universities. About half of this increase is attributable to the demographic phenomenon of the “echo” generation — the children of the post-war baby boom generation — reaching university age. But the effect of the advent of the echo generation is likely to be amplified by a continuing increase in the “participation rate” (that is, the proportion of those of university age who are actually enrolled in university), which has been steadily increasing over the past two decades.

There is considerable variation across Canada in the magnitude of these two phenomena, but they are particularly large in Ontario, and even more so in the Greater Toronto Area (GTA). Moreover, their impact will be exacerbated in Ontario by the effects of the shift to a four-year high school curriculum to replace a curriculum which was normally completed in five years. Much attention has been paid to one of the implications of this change — namely, the

creation of a so-called “double cohort” of high school graduates. In theory, the class who began the five-year curriculum in 1998 and the class who began the new four-year curriculum introduced in 1999 will both graduate in 2003. In practice, this bulge of graduates is likely to be spread out over two or three years as students choose to accelerate or decelerate the rate at which they proceed through high school in order to avoid being part of the “double cohort.” The effect of this change is to bring forward abruptly the point at which increased demand for university places will be felt.

A second implication of the changes in the Ontario high school curriculum has received less popular attention, although its effect will be more permanent. The three-year baccalaureate degrees in arts and science offered by many Ontario universities were premised on the existence of a five-year high school curriculum. With the demise of that curriculum, the legitimacy of continuing to offer a three-year baccalaureate degree is called into question. The elimination of the three-year degree would lead to a permanent increase in demand for university places, as students who would previously have taken a three-year program would be enrolled for an additional program year.

The projected combined effects of these various factors — the advent of the “echo” generation and increased participation rates, exacerbated in the short term by the “double cohort” — are shown in Figure 1. These projections also include an assumption that changing workplace requirements will increasingly lead workers in mid-career to seek university education. As is apparent in Figure 1, the “double cohort” bulge sits atop a steadily increasing demand curve, bringing forward to 2004/5 a level of demand that would not otherwise have been reached until 2010/11. If the University of Toronto were to take its proportional “share” of this expansion, this would amount to increased enrolments on the order of 16,500 additional FTE students, distributed across first-entry, second-entry and doctoral-stream programs as displayed later in this paper.¹

¹ This estimate does not allow for the likelihood that, due to population concentration, the demand for university places will be greater in UofT's primary catchment area, the GTA, than elsewhere in the province.

The Dramatic Effect of Secondary School Reform

Projected Full-time University Enrolment in Ontario from Demographics, Participation Rate Increases, Workplace Changes and Secondary School Reform

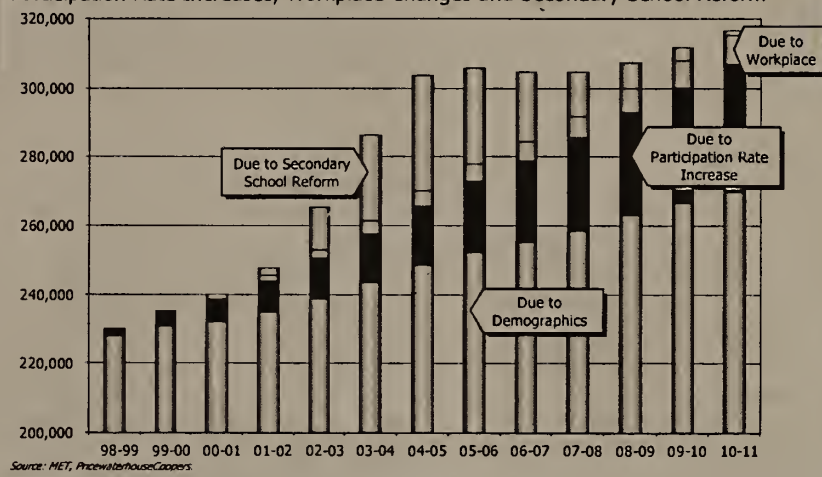


Figure 1

The Ontario government has begun to respond to this looming increase in demand. A joint MET-COU working group on University Capacity, established prior to the last election, has recently been re-convened under the auspices of the new Ministry of Training, Colleges and Universities. Given the lead-time necessary to hire the additional faculty and build the additional facilities, the issue of how the Ontario university system can accommodate such an increase in enrolment needs to be addressed immediately. On the capital front, the \$742 million in funding announced as the “SuperBuild Growth Fund” in the May 1999 budget includes \$660 million for new projects, \$62.5 million for the Facilities Renewal Program and \$19.4 million to complete existing projects. This funding, which was presented as a response to the anticipated increase in enrolment as well as the growing deferred maintenance problems of Ontario universities, is welcome. But it represents only a first step. The COU has estimated the capital funding required from the provincial government to be between \$3.6 and \$4.7 billion over the twelve year period from 1999/00 to 2010/11. This estimate covers the renewal and adaptation of facilities and the redressing of current space shortages as well as expansion to accommodate enrolment growth.

As for operating grant support for enrolment increases, the October 1999 Throne Speech signalled the government's continued commitment to ensure that every qualified student seeking admission to university in

Ontario can be accommodated, although no specifics have been announced. The last major expansion of capacity was accomplished, as noted above, through a corridor adjustment, and we must assume that the same mechanism will be adopted in the present context. So far, however, the province has provided funding in only two limited and specific areas. The Access to Opportunities Program (ATOP) is directed at doubling enrolment in computer science and high demand areas of engineering including electrical and computer engineering. Under ATOP, government funding amounted to less than full average cost; but it was intended to expand enrolment in particular programs, not overall, and could involve shifts of enrolment from other areas. It also provided capital funding on a matching basis with the private sector. (This capital funding, however, was not sufficient to fully accommodate the increase in enrolment; and the University is currently seeking funding for the Centre for Information Technology, which in addition to providing enhanced research facilities is intended to accommodate ATOP expansion, as its first priority for “SuperBuild” funding.) Finally, ATOP allowed for a de-regulation of tuition fees. While this model may have been appropriate for programs in very high demand and in which there is a strong interest among employers in particular industrial sectors, it does not provide a model for broad enrolment expansion.

The expansion of enrolment in B.Ed. programs, on the other hand, was funded as an absolute increase in

enrolment on a full average cost basis, recognizing the need for increased instructional resources. Capital funding, however, was not provided. At the absolute size level of the increase (about 200 students per year on an ongoing basis at the University of Toronto), this expansion could be accommodated, albeit with some strain. A broader expansion could not be accomplished on this model.

Some divisions of the University, as a result of the academic planning process, are intending to increase enrolment. Planning is underway for an expansion of second-entry professional programs in Pharmacy, Nursing, Physical Therapy, Occupational Therapy and the MBA program. Such an expansion is appropriate given the academic priorities of these divisions within the mission of the University of Toronto, and will allow them to continue to play a key role in developing models of professional education and in educating the future leaders of the professions. In total, however, the size of this expansion, at about 1000 FTE, will be modest in proportion to the very large increases in demand for university places noted above.

The Ontario university system as a whole absorbed a 6.6% increase in full-time first-year enrolment in 1999/00, while provincial operating grant funding increased by only 1.9% (less than one percent in real, inflation-adjusted terms). At the University of Toronto, the increase in full-time first-year enrolment was 10.8%. This pattern of increase cannot continue. The strains are already dramatically apparent in crowded classrooms and lack of residence space; and will become even more acute as the 1999/00 cohort flows through to seek places in upper-level seminar courses.

Moreover, much needs to be done to improve the current quality of the student educational experience. Ontario ranks last among the ten Canadian provinces in provincial funding per capita for university education in Ontario. At the University of Toronto, we are seeking to enhance the student educational experience through creative academic planning. We have had to rely increasingly on other sources of funding, primarily tuition revenue and private giving. We are devoting a significant number of our development sites on all three campuses to student residences, to increase the proportion of students who can be housed in residence, especially in the early years of their programs. Expansion without commensurate funding would dilute and negate these important improvements.

The Pillars of the University's Response:

The University's response to these pressures to expand enrolment must be grounded in one fundamental principle: *the University can expand only if such expansion allows it to further its mission and to preserve its essential character.* In particular, our mission to rank with the best public research universities in the world must be advanced; and the balance across our first-entry undergraduate, second-entry undergraduate, professional masters, and doctoral-stream programs, and across the broad sweep of arts and science and professional disciplines, must be maintained. Three requirements follow from this: first, we can expand only where expansion is funded, *at the very least*, through a commensurate

increase in our provincial operating grant on a full average cost basis and through capital funding for the necessary facilities; second, expansion must be undertaken only in those areas in which it allows for an improvement of the educational experience; and third, the pattern of expansion must not yield unintended distortions in the overall balance across levels and areas of study. The challenge is to develop a plan for expansion that meets each of these criteria.

1. Adequate resources:

In numerous submissions to government, the University has emphasized the fact that the level of resources per student at the University of Toronto currently falls well below that of peer institutions in North America. Ideally, we should seek improvements in this ratio in order to improve the quality of education we can offer to our students before contemplating any increase in enrolment. In the absence of a demonstrable and acute crisis, successive governments have proved impervious to arguments about chronic underfunding. It may now be possible to take the opportunity created by a sharp upsurge in demand to obtain and allocate funding that will allow for improvement as well as expansion.

Our principle must be, however, that anything less than full average cost operating funding and adequate capital funding for the necessary facilities is simply unacceptable. Such a shortfall would lead to a deterioration, not an improvement in the student experience. Indeed, in most areas of the University even these conditions would not allow for an improvement in quality. Endowments for student aid and faculty complement, for example, would have to be expanded commensurately if total resources per student are to be maintained. In most areas, then, funding for quality improvement constitutes a third necessary condition. The recently announced federal 21st Century Chairs for Research Excellence program is a most welcome initiative that will, among other things, allow us to begin to make improvements in the student:faculty ratio. In addition, we support the approach adopted by the COU in developing models to project the operating funding necessary if Ontario universities are to meet the anticipated enrolment surge. The COU bases its models on the assumption, not only of funding for enrolment growth above existing corridor mid-points, but also for the resources (including start-up funding) necessary to bring the student:faculty ratio to the average of the other nine provinces and to cover the indirect costs of research. In this context, the complement of administrative staff necessary to offer our academic programs as well as student services and faculty support is an integral consideration.

Adequate operating and capital funding is a necessary condition for expansion. It is not, however, sufficient. It is also necessary that we have a plan for expansion: that we expand only in areas that can benefit from expansion; and that, as noted above, the overall pattern of expansion does not distort the character of the University. Developing such a plan will require careful balances and trade-offs.

In approaching these trade-offs, we need to consider at least three types of constraint. Most generally, we need to consider what might be termed "global

optimization" problems. There may well be a number of specific areas of the University in which expansion could allow for improvement by expanding the scope of coverage and hence keeping pace with disciplinary evolution, or by establishing and maintaining critical mass. But the overall effect of such disaggregated decisions could bump up against global diseconomies of scale such as congestion and problems of maintaining a sense of academic community. Equally important, the overall pattern resulting from such decisions needs to be carefully reviewed to ensure that it does not distort the essential character of the University.

In addition to these global optimization issues, we need to consider at least two other constraints. One relates to the current 15-credit baccalaureate degree. If the University of Toronto follows the pedagogical logic of the shift to a four-year high school curriculum and abolishes the three-year (15-credit) bachelor's degree, this will lead to an automatic increase in enrolment² for which we must receive commensurate resources. (Without such additional resources, we will have to reduce admissions to keep enrolment steady.) A proposal to phase out the 15-credit degree is currently under discussion within the Faculty of Arts and Science; and should be decided upon early in the new year. This issue will also need to be addressed at Scarborough College. The decision as to the future of the three-year degree will constitute a key parameter of the University's enrolment strategy.

A third constraint pertains to student recruitment strategies. The catchment area of University of Toronto's first-entry undergraduate programs continues, and will continue in the future, to be predominantly defined by the Greater Toronto Area (GTA). Currently over 70 percent of the enrolment in these programs is drawn from the GTA. The anticipated enrolment surge will also be greater in the GTA than elsewhere in the province. The University has, however, established as an objective a greater geographic differentiation of the sources of its undergraduate as well as its graduate student body. Absorbing an Ontario-based, and indeed a GTA-based enrolment surge without an even greater increase in student recruitment would run counter to our existing strategy of somewhat greater geographic diversity.

Having discussed a number of constraints on expansion, we should draw attention to one way in which such constraints could be partially relaxed – namely, through an enhancement of academic programming in the summer. The University of Toronto currently offers one of the largest summer programs on the continent as measured by enrolment; but more needs to be done to enhance the range of offerings, the involvement of tenure/tenure-stream faculty, and the

² Currently, about 40 percent of the BA and BSc degrees awarded on each of the three campuses are 15-credit degrees; hence phasing out such degrees would yield an estimated 10 percent increase in arts and science enrolment. The actual increase may be somewhat less, since three years of undergraduate study would still be sufficient for entry to some second-entry professional programs, and some students may accordingly choose to take three years of study without completing a BA or BSc degree. It is also the case that some of our current arts and science enrolment is made up of students "topping up" three-year degrees through further study.

integration of programming in the summer and winter sessions. A more even distribution of activity throughout the calendar year would relieve some of the "peak load" congestion that might otherwise result from an expansion of enrolment. Fuller academic programming in the summer would also make it possible for students who must pursue studies on a part-time basis to complete a 20-credit degree within a shorter period of time than is currently possible, and would hence respond to one of the problems that might be created by the abolition of the 15-credit degree. And a dynamic summer program could well attract students from a broad geographic range on "Letters of Permission" from their home universities. Not only would this enrich the summer program itself; it could also serve as a source of recruitment to second-entry programs at the University of Toronto.

It is important, though perhaps obvious, to note that year-round academic programming is insufficient in itself to allow for enrolment increases. While an enhancement of academic programming in the summer could make better use of capital facilities and would have a number of advantages as outlined above, it could not accommodate an expansion of enrolment without a commensurate increase in human resources – faculty, teaching assistantships, and technical and administrative staff.

2. Areas for expansion:

Not all areas of the University would benefit from expansion; and even among those which would, not all would benefit in the same way. At least three planes of possible expansion need to be considered in this respect: expansion by campus; expansion by areas of study; and expansion by level of program.

a) Expansion by campus:

In *Raising Our Sights: the Next Cycle of White Paper Planning*, we made the following argument:

One way for the University of Toronto to respond to this projected increase [in demand for university places] would be to increase substantially, even to double, enrolment at one or both of our suburban campuses. Arguably neither the University of Toronto at Scarborough nor the University of Toronto at Mississauga currently has a faculty complement of optimal size to function as self-contained colleges at the undergraduate level. Both have responded to this problem by targeting certain areas of emphasis and by developing distinctive inter-disciplinary offerings. Doubling enrolment, however, could provide one or both with the degrees of freedom necessary to develop a fuller suite of offerings. Any such move would require very careful analysis, consultation and planning, and would need to involve discussions with government to ensure that the necessary resources would be forthcoming. Our consultations have suggested that there is considerable enthusiasm on both campuses to begin such a process. As for the St. George campus, we anticipate only selective enrolment increases in certain areas.

We continue to hold to the view that expansion would benefit the suburban campuses. It is currently the case at UTS and UTM that the largest disciplinary groups are the most viable – the most able to offer coherent undergraduate programs while maintaining full involvement in graduate education. Expansion could allow us, through deliberate and careful

planning, to build upon such strengths, to develop critical mass in other areas, and to define a distinctive identity for each campus. The great disparity in the size of the three campuses, moreover, has given rise to some institutional tensions that have so far proved intractable; and expansion of the suburban campuses may be a necessary condition for resolving these tensions. It could allow for genuine three-campus planning in a way that has not proved possible within the existing configuration.

The St. George campus, on the other hand, is among the largest campuses in North America (Table 1); and a broad expansion there would risk incurring diseconomies of scale. (The existence of several larger peer universities suggests, however, that there may be some margin for expansion.) In this regard, the consideration of any expansion of first-entry program enrolment on St. George, especially in Arts and Science, needs to take account of the implications for the College system. One of the central contributions of the colleges is to provide a human-scale environment, an academic community in the context of a large research-intensive university. The counselling and academic skills support, residential accommodation, communal student space, co-curricular activities and other forms of support offered by the colleges would need to be expanded at least commensurately to the expansion of enrolment if these benefits are not to be lost. Professional faculties, which offer similar support to their own students, would also need to take such factors into account in any expansion.

b) Expansion by area of study:

The implications of expanding on the terms that we can realistically demand and expect – that is, to repeat, at minimum full average cost operating funding and capital funding adequate to provide the necessary facilities – vary across different disciplines and areas of study. That is because the conditions for improvement vary in these different areas. Student:faculty ratios are generally high at the University of Toronto relative to our peer universities; but there is considerable variation in these ratios across disciplines within the University. Expanding with average cost operating funding in areas with high student:faculty ratios would not *per se* improve this situation: it would allow only for the additional of instructional resources (notably faculty) proportionate to the increase in enrolment. In some programs, this could still yield an improvement, if it allowed for the creation of a critical mass of scholars in an area of strength. This is likely to be the case to a greater extent on the Scarborough and Mississauga campuses than on the St. George campus. Capital funding for classrooms and libraries could also yield some improvement. Greater exploitation of the potential of new instructional technologies, including web-based instruction, can complement and enhance classroom-based instruction and yield quality improvements for a given student:faculty ratio – issues that will be addressed by the Task Force on Academic Computing and New Media. But on balance improvements in over-subscribed (or, conversely, under-resourced) areas can be accomplished only by a reduction, not simply a maintenance of the student:faculty ratio; and unless the funding arrangements allow for this, expansion should be limited, especially at St. George.

In other areas, notably some areas of the physical and life sciences, improvements could be accomplished through enhancements to physical infrastructure even without disproportionate additions to faculty complement. Full average cost funding could allow for a maintenance of the student: faculty ratio; and capital funding could make for infrastructure improvements. Subject to the constraints of diseconomies of scale such as congestion, then, we might contemplate expansion in some areas on the St. George campus as well as at Scarborough and Mississauga. In so doing, however, we need to keep in mind that, especially in Arts and Science, the structure of the curriculum is such that students are, commendably, not constrained to particular areas, and that expansion of enrolment in certain areas will have inevitable spill-over effects into other areas as students pursue breadth requirements, double majors, et cetera.

It should also be noted that in many, perhaps most areas, there is not a single optimum size point or range. Rather, there may be a number of configurations, each of which could be optimal for a distinctive niche or role within the discipline. Internationally, for example, outstanding faculties of business or law can be identified in widely different size categories. The decisions we face, then, involve not simply judgments about optimal size *per se*, but rather about optimal configurations given our objectives in particular disciplinary areas.

With these various caveats, we come to a strategy of relatively greater expansion at Scarborough and Mississauga, designed so as to achieve critical mass in areas of strength or potential strength, and more focussed and limited expansion at St. George. Such a strategy needs to take account of the importance of maintaining a balance across disciplines, so that each campus provides students with a true university environment in which inquiry is being carried out across the disciplinary spectrum. Currently, enrolment is, in very global terms, roughly evenly balanced at the undergraduate level between the humanities and social sciences on the one hand and the physical and life sciences on the other (Table 2), slightly weighted toward the humanities and social sciences. At the graduate level, this balance is reversed, with a slight tilt toward the physical and life sciences (Table 3). This balance is the legacy and the result of a history of decisions at the University; and any change in this balance should be made as a result of deliberation and planning. And in this regard we have some latitude – because we are so broadly balanced across disciplinary groups, we can make adjustments in the balance without markedly skewing the representation of disciplines on any of the three campuses.

We should not lose sight of the fact that there is scope for achieving improvements in a wide range of disciplines without expanding enrolments, as we have done through the academic planning process. The benefits of a focussed strategy of expansion could be more broadly shared across disciplines, moreover, using the flexibility provided by increased funding overall and finding efficiencies in the allocation of resources – such as a more effective utilization of facilities throughout the weekly schedule and the calendar year. The large wave of faculty retirements that we are beginning to experience

Table 1 Ten Largest University Campuses by Enrolment, Fall 1996	
Campus	Enrolment (Headcount)
University of Minnesota – Twin Cities	51,388
Ohio State University – main campus	48,352
University of Texas at Austin	48,008
Arizona State University	42,463
Texas A&M University	41,892
Michigan State University	41,545
University of Toronto – St. George campus	40,971*
University of Florida	39,863
Pennsylvania State University – main campus	39,855
University of Wisconsin at Madison	39,289

* Fall 1997

Table 2 FTE Undergraduate Enrolment by Broad Disciplinary Group, University of Toronto Total and by Campus, 1997/8				
Disciplinary Group	UofT Total	St. George	Scarborough	Mississauga
Humanities and Social Sciences	17574 (55%)	12148 (53%)	2519 (59%)	2977 (63%)
Physical and Life Sciences	14463 (45%)	10964 (47%)	1751 (41%)	1748 (37%)
Total	32107 (100%)	23112 (100%)	4270 (100%)	4725 (100%)

Note: "Humanities and Social Sciences" includes enrolment in the following divisions: arts and science enrolments (St. George, Scarborough and Mississauga) weighted by the proportion of FCEs taken in the humanities and social sciences; Architecture, Landscape and Design; OISE/UT; Law; Music. "Physical and Life Sciences" includes enrolment in the following divisions: arts and science enrolments (St. George, Scarborough and Mississauga) weighted by the proportion of FCEs taken in the physical and life sciences; Applied Science and Engineering; Dentistry; Medicine (excluding interns, residents and fellows); Nursing; Pharmacy; Physical Education and Health.

Table 3 FTE Graduate Enrolment by Disciplinary Grouping University of Toronto, 1998/9	
Disciplinary Grouping	FTE Enrolment
Humanities and Social Sciences	2821 (44%)
Physical and Life Sciences	3521 (56%)
Total	6342 (100%)

Table 4 FTE Enrolment and Percentage Share, by Level of Study University of Toronto, 1997	
Level of Study	FTE Enrolment
First-entry undergraduate	28,517 (67.7%)
Doctoral stream	6,143 (14.6%)
Second-entry professional (undergraduate and graduate)	7,440 (17.7%)
Total	42,100 (100.0%)

as a result of the demographic profile of our faculty furthermore provides both the opportunity and the challenge of making new appointments to maintain the vitality of disciplines even without expansion.

There is nonetheless a strong argument that we should insist upon funding for quality improvement, beyond average cost funding, as a condition for any expansion at all, in any area. Only in so doing can we take advantage of the opportunity provided by expansion to redress the problem of high student: faculty ratio and ensure that we are improving the educational experience across the broad range of our programs. This is a fundamental issue for discussion within each academic division and in governance; and we return to it below.

c) Expansion by level of program:

In 1997, the University of Toronto accounted for about 17 percent of undergraduate FTE enrolment and 33 percent of graduate FTE enrolment in Ontario. Within the University, the

balance across levels of study is shown in Table 4.

As we consider possible strategies for expansion, we need to be attentive to this balance. For example, as we have noted in previous documents, the proportion of graduate degrees awarded at the University of Toronto is currently toward the lower end of the range for peer institutions in North America, particularly at the doctoral level (Table 5), although this proportion has improved somewhat over the past decade. Expansion only at the undergraduate level would drive us further away from the norm.

Furthermore, the increased demand for university education will be felt at all levels: in some cases with a lag; in others more immediately. As the university sector expands in response to demographic trends, the demand for doctorally-prepared faculty will expand as well. The historic role of the University of Toronto in preparing Canadian university faculty will be of utmost importance in this regard; and an increase in doctoral-stream enrolment would have

Table 5
Graduate Degrees Conferred, 1997/8
University of Toronto and AAU Peer Universities

University	Degrees Conferred		
	Total Graduate & Undergraduate Degrees	Master's Degrees	Doctoral Degrees
Texas - Austin	11,879	2,847 (24%)	836 (7%)
Ohio - Columbus	10,710	2,428 (23%)	684 (6%)
Penn State - University Park	10,006	1261 (13%)	571 (6%)
Illinois - Urbana	9,539	2,411 (25%)	706 (7%)
Michigan	9,470	2,861 (30%)	690 (7%)
Toronto	9,222	2168 (24%)	597 (6%)
UCLA	9,169	2,312 (25%)	607 (7%)
Minnesota - Twin Cities	8,934	2,441 (27%)	729 (8%)
Wisconsin - Madison	8,632	1,884 (22%)	757 (9%)
Berkeley	8,231	1,727 (21%)	756 (9%)

to begin immediately in order to meet the growing demand over the next decade.

Given the increased faculty complement that will be required to expand undergraduate enrolment, and the expectation at the University of Toronto that faculty will normally be involved in both undergraduate and graduate teaching, an expansion of undergraduate enrolment in certain areas will create the capacity for expansion at the doctoral level as well. In addition, we have urged divisions to take very seriously the matter of graduate enrolment planning as part of the 2000-2004 planning exercise; and this planning at the divisional level may well yield increases in some areas independent of any increase at the undergraduate level. The University is committed to achieving the goal, set out in the *Policy on Student Financial Support*, of offering doctoral students multi-year packages of financial support at levels competitive with our peer institutions. Important strides have already been made in this direction – through private donations for endowed fellowships, matched by the University (and by the Ontario government as well under the former OSOTF and the current OGSST programs), through allocations from the Academic Priorities Fund,³ and through a re-investment of 30 percent of revenue resulting from tuition fee increases – and more needs to be done to achieve our goal. Continuing to pursue an increase of our doctoral-stream

international student enrolment as we absorb an increase in domestic students, moreover, will press us even further. Expansion at the doctoral level, in short, will require very substantial investments in financial support – investments which we are prepared to make on the basis of sound plans.

As well, the increase in enrolment in first-entry programs across the province will be felt, with only a brief lag, in demand for places in second-entry professional programs – areas in which the University of Toronto is the provincial leader, particularly in the health sciences. Plans for expanded enrolment are already underway at UofT in Pharmacy, Physical Therapy, Occupational Therapy, Nursing, and the MBA program. It is possible that enrolment in the MD program will also be increased in the next few years as a matter of provincial government policy. Together these plans could amount to a significant increase in second-entry enrolment, whether or not other divisions with second-entry programs develop plans for expansion.

These second-entry and doctoral-stream programs are largely based on the St. George campus, where the capacity for expansion is most limited. Expanding them at least proportionately to the expansion of first-entry programs thus places a further constraint on the absolute size of increase in first-entry programs that can be accommodated on St. George.

Conclusion:

As the University formulates its strategy for responding to the anticipated large increase in demand for university places over the next decade, the issues we have raised in this paper need to be discussed in every division of the University.

Possible scenarios for expansion are outlined in Table 6. These scenarios are offered for the purpose of sharpening our discussion: any judgments about appropriate levels of expansion would have to proceed from deliberative planning. The projections in Table 6 simply display what would happen if:

- the University of Toronto were to take its proportionate share of the projected 89,000 FTE increase in Ontario enrolment, based on the UofT share of Ontario undergraduate and graduate enrolment in 1997/8
- the UofT increase were distributed across first-entry, second-entry professional (undergraduate and masters) and doctoral-stream programs in proportion to the share of these programs in UofT enrolment in 1997/8
- the first-entry increase were distributed across the three campuses by allowing for a 60 percent (Scenario 1) or 100 percent (Scenario 2) increase at each of UTS and UTM and assigning the “residual” to St. George.

In practice, these decisions will not be made on any formulaic basis. It is deliberate planning, not overall shares, abstract percentages or residuals, that will determine how and where the University of Toronto will grow.

We invite Principals and Deans to lead this discussion within their divisions, to address the following types of questions, assuming that at least full average cost operating funding and the necessary capital funding were in place:

- a) At the University of Toronto at Scarborough and the University of Toronto at Mississauga:
 - Assuming an expansion in enrolment of 60 to 100 percent, in what areas of study in your division would an expansion of enrolment lead to improvements in the quality of academic programs and the educational experience of students – as a result, for example, of the creation and maintenance of critical mass, coverage of the discipline, or other factors?
 - What level of enrolment expansion would be optimal?
- b) On the St. George campus:
 - In what areas of study in your division would an expansion of enrolment lead to improvements in the quality of academic programs and the educational experience of students – as a result, for example, of the creation and maintenance of critical mass, coverage of the discipline, or other factors?
 - What level of enrolment expansion would be optimal?

In addressing these questions, we do not expect that divisions will at this time engage in detailed planning. Rather, we seek an indication of the general level and shape of expansion that might arise from an aggregation of divisional judgements. It will then be necessary to take stock from a university-wide perspective, taking into account the “global optimization” issues raised in this paper – potential economies and diseconomies of scale, and enhancements or distortions of the essential character of the University.

Meanwhile, we will engage in a discussion through governance of the broad parameters that might inform this university-wide perspective, namely:

- the funding conditions for any expansion; and
- the advisability of a broad strategy of absorbing the preponderance of growth on the suburban campuses and undertaking a more limited and focussed expansion at St. George.

The steps in this governance process will be as follows:

Planning and Budget Committee:	November 18
Academic Board:	December 2
Governing Council:	December 15

The matters raised in this paper are clearly of critical importance for the future development of the University of Toronto. We look forward to a process of discussion that subjects them to full and searching consideration.

³ Base funding of \$1.4 million for graduate fellowships was allocated in the 1994-2000 planning cycle; and in addition the Provost committed \$1 million in one-time-only funding for international student differential fee waivers, to be made permanent if this approach proved successful in increasing international student enrolment at the doctoral level.

Table 6
Possible Scenarios for FTE Enrolment Expansion,
Assuming UofT Proportionate Share of Projected Ontario Increase

	1997/8			Scenario 1			Scenario 2		
	St. George	UTS	UTM	St. George	UTS	UTM	St. George	UTS	UTM
First-entry Undergrad.	19,522	4,270	4,725	25,300	6,800	7,500	21,700	8,500	9,400
Doctoral Stream		6,143			8,500			8,500	
Second-entry Professional		7,440			10,400			10,400	
Total		42,100			58,500			58,500	

Scenario 1: 60 % first-entry increase at UTS and UTM
Scenario 2: 100 % first-entry increase at UTS and UTM
Both scenarios assume UofT takes a share of projected enrolment increase proportionate to its 1997 share of Ontario undergraduate and graduate enrolment

LETTERS



DESIGN OF SIGN INNOVATIVE AND SAFE

Recent correspondence has discussed two aspects of the extended cornice of the new graduate/second-entry residence at the corner of Spadina and Harbord — its esthetics and its safety (Letters, Nov. 8).

On esthetics, John Beckwith of the Faculty of Music believes the concept is "stupid and wasteful." Many feel similarly about modern music. Most of us believe that the university is supposed to support the unusual, the controversial and even occasionally radical and challenging ideas. Just as I support some musical innovation, I also support, in this case, a radical design created by two outstanding architectural firms, chosen on a competitive process, and which has won three distinguished architectural awards.

On safety, the extended cornice satisfied building inspectors as it was being set in place. If our correspondents think the latter are not doing their jobs properly then we are all in trouble — and not just because of one extended cornice.

MICHAEL MARRUS

DEAN, SCHOOL OF GRADUATE STUDIES

KICKBACK SCHEMES SHOULD BE DISCOURAGED

A troubling marketing trend has developed that puts many of the university's scientists into a potentially unethical position. Vendors of scientific supplies and equipment now often offer personal items such as clothing, sports equipment and utensils as a

reward for purchasing goods. Third parties, usually granting agencies, provide the funds used to pay for the scientific materials. Since these third parties have neither agreed to nor been notified of the practice, these "rewards" amount to a kickback scheme and should be discouraged on our campus. Price reductions would be a more appropriate reward for patronage.

MATTHEW BJERKNES
ANATOMY AND CELL BIOLOGY

CONGRATULATIONS ON WEB REDESIGN

Bravo on the site redesign (U of T Relaunches Home Page, Nov. 8). I might actually come back to the home page on a regular basis (if the "news headlines" prove to be more than just one-sided press releases, which I sadly doubt ... but the world is not perfect, is it?).

One more thing: I'm a strong believer in keeping links underlined. I dislike having to "mouse" over coloured text to find out whether it really is a link.

DENNIS JERZ
UNIVERSITY OF WISCONSIN-EAU
CLAIRE

LETTERS DEADLINES

DECEMBER 17 FOR JANUARY 10

JANUARY 14 FOR JANUARY 24

Letters may be edited for brevity or clarity. When submitting letters, please include a telephone number and, if possible, an e-mail address. Please submit to Ailsa Ferguson, associate editor.

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

FOR HE'S A JOLLY GOOD FELLOW

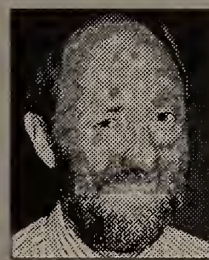
SO THERE IT IS. A PUFF OF SMOKE from Simcoe Hall and my bid for the presidency of this university lies in tatters. Old Don't Act Rashly, Vote for Pashley posters lie tossed in corners as I go around trying to boost the spirits of visibly discouraged campaign workers.

We thought the votes were there. We had enjoyed a major endorsement only a month ago from the classics department, and the proud men and women of space management were clearly in our camp. Alone among the candidates, I had spoken publicly about the issues.

My question is this: if the administration was looking for a physicist all along, why didn't they just say so? I could have run for governor general or Supreme Court justice or Toronto police chief instead — three positions that require no prior knowledge physics. But no. At no point did anyone take me to one side and say, "You might want to brush up on your physics if you want this gig."

I don't mind telling you that physics is a bit of a blind spot for me. Went right over my head in high school, it did. When the physics club was looking for a new treasurer, I was not the first choice. And that's okay — I daresay there are things I know a bit about that our new president, Robert J. Birgeneau, might have overlooked: the musicals of Stephen Sondheim, for instance, or the real ale movement. If the administration had been looking for a Sondheimist to take over Simcoe Hall, I'd have been in with a real chance.

But isn't this typical of the way things are done around here? No communication. Here I've been for the last however many months running a well-reasoned, inclusive campaign, taking my ideas to the people, and what do I get at the end of it? Thanks, Nick, but we're looking for a physicist.



Don't get me wrong. There are no flies on Dr. Birgeneau. Far from it. Brilliant scholar, first-rate administrator, a classicist-turned-physicist, a man who stands for diversity and fairness. He's got it all, including a big, cheerful smile. Judging by the photographs I've seen, he displays the ebullience and dynamic eyebrows that *Maclean's* magazine so admires in

President Prichard. And what he doesn't know about lamellar CuO₂ superconductors isn't worth knowing. What he doesn't know about X-ray synchrotron radiation I also don't know. In spades.

My first reaction to the news that we were looking south of the border was that we might come up with a bold new football policy. Unfortunately MIT is not known for its gridiron prowess. I just hope Dr. Birgeneau remembers that we have only three downs up here.

I do have to say one thing. As much as I'm a Birgeneau booster, you have to admit it wasn't much of a campaign. I never received one of his flyers in my mailbox. Where was Dr. Birgeneau at the all-candidates debate I held last month at the Graduate Students' Union pub? For that matter, where was anybody?

But I'm not bitter. I offer my congratulations to Dr. Birgeneau and will support him in his presidency. For now, let's just worry about our myriad Y2K problems. Will my toaster explode on New Year's Eve? Perhaps I'll leave it unplugged and just have fun. As a fellow guest at a recent dinner party said, "As long as we're not using an electric corkscrew, we'll be all right."

Cheers, and see you next year.

Nick Pashley buys, sells and reviews books for the U of T Bookstore.

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- Current Politics, Current Events on the World Scene
- History: Religious History, History of Science, History of South America, History from around the world, and Natural History.
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- Contemporary Science (including contemporary scientific findings), Life Sciences, Human Physiology, Physics and Chemistry.
- Wellness and the Physiology of Aging, including the latest medical breakthroughs.
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- 3 teaching reference letters
- Up-dated Curriculum Vitae
- Instructor Biography (25 words maximum)
- Course title
- Course description (no more than 75 words in length)
- Teaching methodology description (no more than 75 words in length)
- An example of a Reading List of Books and/or articles

Our Thanks to the University Community.

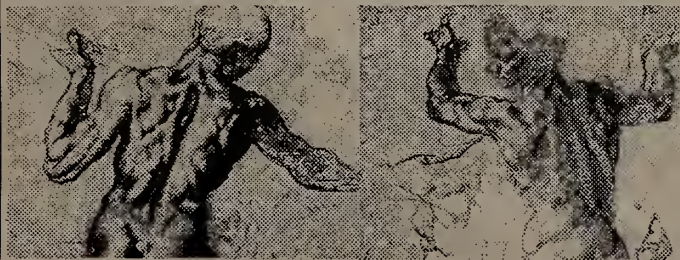
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Annex. Walk to U of T, subway 3 blocks; large fully furnished one-bedroom in renovated duplex, fireplace, 5 appliances, opens to backyard, air-conditioned, available January. \$1500 includes parking, cable TV, utilities, linens, cleaning. (416) 960-0312, susan.eng@sympatico.ca

298 St. George Street. Renovated and large main-floor 1-bedroom apartment. Spacious principal rooms; working fireplace; hardwood, ceramic and marble floors. Coin-operated washer/dryer. \$1,400/month includes heat/hydro. January 1. (416) 413-0949.

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INDIVIDUAL AND COUPLE THERAPY. Experienced in psychotherapy for anxiety, depression and relationship problems. Coverage under staff and faculty benefits. Dr. Gale Bildfell, Registered Psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-6789.

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Registered Psychologist, 114 Maitland Street (Wellesley and Jarvis). 469-6317.

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Psychologist providing individual and couple therapy. Work stress, anxiety, depression, personal and relationship concerns. U of T health plan covers cost. Dr. Sarah Maddocks, registered psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-1935 ext. 3321.

Psychotherapy. Dr. Joan Hulbert, Psychologist. Eglinton Avenue near Yonge. (416) 544-8228. Focus on depression, anxiety, substance abuse, difficulties with assertiveness, relationship problems, self-esteem, abusive relationships. Group therapy for self-esteem and assertiveness. Fees may be covered by Employee Health Insurance Plan.

Dr. Gina Fisher, Registered Psychologist. Psychotherapy for depression, anxiety, relationship problems, stress, gay/lesbian issues, women's issues. U of T extended health benefits apply. Evening appointments available. The Medical Arts Building (St. George and Bloor). (416) 961-8962.

Dr. Dvora Trachtenberg, Registered Psychologist. Individual, couple, marital psychotherapy for depression; anxiety; work, family, relationship problems; sexual orientation, women's issues. U of T health benefits apply. Day or evening appointments. Medical Arts Building (St. George and Bloor). (416) 961-8962.

Dr. Martin Antony (Psychologist) & Associates. Practising in assessment and short-term, cognitive-behavioural treatment of anxiety and mood problems, including: fears/phobias, social and performance anxiety, panic attacks, agoraphobia, chronic worry/stress, obsessions/compulsions, and depression/low self-esteem. U of T staff extended health care benefits provide full coverage. Daytime, evening, and weekend appointments available. Medical Arts Building (St. George and Bloor). (416) 994-9722.

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Psychotherapy for personal and relationship issues. Individual, group and couple therapy. U of T extended health plan provides. For a consultation call Dr. Heather A. White, Psychologist, 535-9432, 140 Albany Avenue (Bathurst/Bloor).

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extended health care benefits provide full coverage. Also covered by most other health care plans. Daytime, evening and weekend appointments are available. Contact: Dr. Randy Katz at The Clinic, 101 Dupont Street, Toronto. Telephone: (416) 966-1692.

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UNIVERSITY OF TORONTO BLOOR/DEVONSHIRE PRECINCT CONSULTANT SELECTION INTERVIEWS

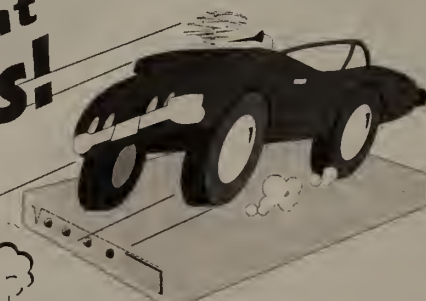
The interviews for the selection of a consultant who will be commissioned to develop an overall site plan and guidelines for the Bloor/Devonshire Precinct will take place on Tuesday, December 21, 1999 in the Governing Council Chamber, Simcoe Hall, commencing at 9am. Three to five firms will make presentations, schedule to be determined.

Any interested faculty, staff and students are welcome to attend the presentation part of the interviews.

For further information, please call 978-2249

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EVENTS



LECTURES

Lajta and Loos: Ornament and Modernism.

THURSDAY, JANUARY 6
Prof. M. Biraghi, Milan Polytechnic. 179
University College. 4:30 p.m. *Fine Art*

All Nations on Earth Will Come to Adore Him: Theological Reflections on the 2,000th Anniversary of the Birth of Jesus.

THURSDAY, JANUARY 6
Father Thomas Rosica, CSB. Chapel,
Newman Centre. 7:30 p.m. *Newman
Centre*

COLLOQUA

Ice-Age Climate Dynamics.

THURSDAY, JANUARY 6
Prof. Richard Peltier, physics. 102
McLennan Physical Laboratories.
4:10 p.m. *Physics*

Getting Consent for Research.

THURSDAY, JANUARY 6
Prof. Ed Etchells, department of medi-
cine. Flavelle House, 78 Queen's Park
Cres. 5:30 p.m. *Research Services and
Research Office, Faculty of Medicine*

Nature as a Model for the Construction of Functional Nano-Systems.

FRIDAY, JANUARY 7
Prof. Virgil Percec, University of
Pennsylvania. 158 Lash Miller Chemical
Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Social Policy Innovation in Nunavut.

TUESDAY, DECEMBER 14
Anne Crawford, deputy minister of the
executive for the newly formed govern-
ment of Nunavut; presentation and dis-
cussion. Faculty of Social Work, AMNI
Centre, Room 100, 246 Bloor St. W.
Noon to 2 p.m. *AMNI Centre*

GCG and CAG Repeat Diseases: Do They Have Something in Common?

WEDNESDAY, DECEMBER 15
Dr. Guy Rouleau, Montreal General
Hospital Research Institute. 968 Mt.
Sinai Hospital, Noon. *Samuel Lunenfeld
Research Institute*

Cancer Pain Education: What Works.

WEDNESDAY, DECEMBER 15
Professors Larry Librach, family and
community medicine, and David Warr,
department of medicine. 203 Tanz
Neuroscience Building. 5:30 p.m.
Multi-Professional Pain Group, U of T

Changes in Motor Cortex Excitability Associated With Voluntary Movement.

THURSDAY, DECEMBER 16
Prof. Robert Chen, department of medi-
cine. 3231 Medical Sciences Building.
4 p.m. *Physiology*

New Statistical Methods for DNA Microarrays.

TUESDAY, DECEMBER 21
Prof. Rob Tibshirani, Stanford
University. 968 Mt. Sinai Hospital.
Noon. *Samuel Lunenfeld Research
Institute*



MEETINGS & CONFERENCES

Governing Council.

THURSDAY, DECEMBER 15
Council Chamber, Simcoe Hall. 4:30 p.m.

University Affairs Board.

TUESDAY, JANUARY 11
Council Chamber, Simcoe Hall. 5 p.m.

MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

THURSDAY, JANUARY 6
Kirk MacDonald, jazz saxophone.
Walter Hall. 12:10 p.m.

Music & Poetry.

TUESDAY, JANUARY 11
Measha Gosman, soprano; Michèle
Bogdanowicz, mezzo-soprano; Faculty
of Music ensemble; John Hawkins, piano
and conductor; Prof. Eric Domville,
commentator. Walter Hall. 12:10 p.m.



EXHIBITIONS

THOMAS FISHER RARE BOOK LIBRARY

All in the Golden Afternoon: The Inventions of Lewis Carroll.

TO JANUARY 28
Illustrated editions of *Alice in
Wonderland*, *Alice Through the Looking
Glass* and *The Hunting of the Snark* as
well as other works by C.L. Dodgson;
selections from the Joseph Brabant
Collection. Hours: Monday to Friday,
9 a.m. to 5 p.m.

NEWMAN CENTRE A Spiritual Christmas.

TO FEBRUARY 4
Works by David Rankine, Julia Pletneva,
Bohdan Holowacki and Lynn McIlvride
Evans. Ground floor. Hours: Monday to
Friday, 9 a.m. to 5 p.m.

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JANUARY 3 TO FEBRUARY 3

Notable Selections.

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Gallery.

A Strange Elation.

Photographs by Steven Evans from *A
Strange Elation — Hart House: The First
80 Years*. West Gallery. Gallery hours:
Monday to Friday, 11 a.m. to 7 p.m.;
Saturday and Sunday, 1 to 4 p.m.

MISCELLANY

"Graze as you find pasture": The Vagaries of Outdoor Imprisonment in *Cymbeline*.

FRIDAY, DECEMBER 17
Philip Collington, post-doctoral fellow
and CRRS fellow 1999-2000. 323 E.J.
Pratt Library, Victoria College. 3 to 5 p.m.
Reformation & Renaissance Studies

DEADLINES

Please note that information for Events
listings must be received in writing at The
Bulletin offices, 21 King's College Circle, by
the following times:

Issue of January 10, for events taking place
Jan. 10 to 24: MONDAY, DECEMBER 13.

For information regarding the Events
section call Ailsa Ferguson, 978-6981.

COMMITTEES

The Bulletin regularly publishes the terms of reference
and membership of committees. The deadline for submissions
is Monday, two weeks prior to publication.

SEARCH

CHAIR, DEPARTMENT OF FINE ART
*A search committee has been established
to recommend a chair of the department
of philosophy effective July 1.*
Members are: Professor Carl Amrhein,
dean, Faculty of Arts & Science
(chair); Wendy Rolph, vice-dean,
humanities, Faculty of Arts & Science;
Bernard Katz, associate dean, Division
I, School of Graduate Studies; Philip
Sohm, acting chair, fine art; Elizabeth
Legge, Douglas Richardson and Joseph
Shaw, fine art; and Linda Hutcheon,
English; and Colin Campbell, senior
lecturer, fine art; and Gregory Davis,
graduate student, and Julie Ann Fox
graduate student, fine art.

The committee would appreciate
receiving nominations and comments
from interested members of the univer-
sity community. Submissions should be
sent to Dean Carl Amrhein, Faculty of
Arts & Science, Room 2020, Sidney
Smith Hall.

CHAIR, DEPARTMENT OF PHILOSOPHY
*A search committee has been established
to recommend a chair of the department
of philosophy effective July 1.*
Members are: Professor Carl Amrhein,
dean, Faculty of Arts & Science
(chair); Professors Wendy Rolph, vice-
dean, Faculty of Arts & Science; Sue
Howson, associate dean, Division II,
School of Graduate Studies; Donald
Ainslie, philosophy, U of T at
Mississauga; Arthur Ripstein,

philosophy and Faculty of Law;
Rebecca Comay, Wayne Sumner and
Joseph Boyle, philosophy; and Brad
Inwood, classics; and Margaret
Cameron, graduate student, and Susan
Poyraz, undergraduate student,
philosophy.

The committee would appreciate
receiving nominations and comments
from interested members of the univer-
sity community. Submissions should be
sent to Dean Carl Amrhein, Faculty of
Arts & Science, Room 2020, Sidney
Smith Hall.

CHAIR, DEPARTMENT OF SLAVIC
LANGUAGES & LITERATURES
*A search committee has been established
to recommend a chair of the department
of Slavic languages and literatures
effective July 1.* Members are: Professor
Carl Amrhein, dean, Faculty of Arts &
Science (chair); Professors Veronika
Ambros, Joseph Schallert and Tamara
Trojanowska, Slavic languages and lit-
eratures; Bernard Katz, associate dean,
Division I, School of Graduate Studies;
Mariel O'Neill-Karch, associate dean,
humanities, Faculty of Arts & Science;
and Andrew Rossos, history; and
Megan Swift, graduate student, and
Hillary Krupa, undergraduate student,
Slavic languages and literatures.

The committee would appreciate
receiving nominations and comments
from interested members of the univer-
sity community. Submissions should be
sent to Dean Carl Amrhein, Faculty of
Arts & Science, Room 2020, Sidney
Smith Hall.

UNIVERSITY OF TORONTO

THE BULLETIN

ACTING EDITOR: Jill Rutherford • jill.rutherford@utoronto.ca

ASSOCIATE EDITOR: Ailsa Ferguson • ailsa.ferguson@utoronto.ca

PRODUCTION: Michael Andrechuk • C.A.Zyvatkauskas • ca.zyvatkauskas@utoronto.ca

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DIRECTOR: Susan Bloch-Neveite • s.bloch.neveite@utoronto.ca

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FOR THE LOVE OF SPORT

Heated debate over athletic scholarships threatens future of national athletic union

BY BRUCE KIDD

THE AGE-OLD CANADIAN DEBATE ON WHETHER TO award athletic scholarships to students has heated up again.

On one side are those western, Maritime and Quebec institutions that use financial awards to entice the best athletes to their teams and want to increase them. On the other is a solid block of universities in Ontario University Athletics (OUA) that opposes the very idea of athletic ability being a primary criterion in providing financial assistance to student athletes.

The fault lines reflect differences dating back to the beginnings of intercollegiate sport in the last century. Led by the University of Toronto, Ontario has always been a bulwark of amateurism, the old idea that ambitious sport should be preparation for citizenship, not a career in itself.

THE CANADIAN INTERUNIVERSITY ATHLETIC UNION (CIAU) — the 48-member federation that conducts national competitions for student athletes in 19 sports — currently allows universities to award up to \$1,500 a year to student athletes who have completed at least one school year and to entering students with a minimum academic average of 80 per cent. Outside the OUA — which bitterly fought against introducing athletic scholarships in the early 1980s and still prohibits them — most Canadian universities offer these awards. In 1997-1998, 1,881 Canadian student athletes received almost \$2 million in support.

CIAU also allows students to receive financial assistance from outside bodies, such as Sport Canada's athlete assistance program, which provides living stipends and tuition for about 1,000 of the country's best athletes in Olympic sports.

In the last few years western universities, led by the universities of Alberta, British Columbia and Calgary, have pushed for further liberalization of CIAU's rules. In particular, they have sought permission to grant first-year awards without any special academic requirements and to increase the amount of individual awards. UBC has created a \$5 million endowment for athletic scholarships and is fund raising to increase it.

The western universities argue they need such awards to stem the flow of Canadian student athletes to the United States, where athletic scholarships enjoy a long history, and to field the competitive teams that keep students and alumni happy. We argue that such awards would touch off an expensive recruiting war at a time when scarce funds would be better spent on academic and program priorities.

In June 1998, after a bitter year-long debate, the West's motion to legalize first-year awards was defeated at the CIAU's annual general meeting by a vote of 43-37. Most of the negative votes came from Ontario. Leaders of the two western associations, the Canada West and the Great Plains Athletic conferences, immediately announced they would flout the rule and make entry awards anyway. Several Ontario athletic directors responded that if they did, Ontario would either seek their expulsion or leave the Canadian athletic union.

Fortunately, cooler heads have prevailed and everyone is back talking. On Nov. 28 and 29 in Toronto, CIAU held what amounted to a pan-Canadian mediation on athletic awards led by the union's able president, Professor Wendy Bedingfield of Acadia University. Bedingfield hopes to forge a new national consensus on awards based on what universities can live with rather than what they want. If successful, it would become the basis for a new motion on awards to be considered at the next CIAU's annual general meeting in June.

U of T has always opposed athletic scholarships as incompatible with our academic mission. It's not that we oppose financial assistance to students, far from it. But in keeping with the Policy on Student Financial Support, we believe it far preferable to create a system in which all students can access the financial assistance they need, not just those with aptitude for sports. We also believe that all students should have the opportunity to participate in beneficial physical activity, regardless of interest or ability/disability.

In our recruiting we stress the \$57 million in financial aid available to all U of T students and the University of Toronto Advanced Planning for Students which bridges the gap between a student's government aid entitlement and her or his need as assessed by the Ontario Student Assistance Plan. We also direct students to other grants awarded on the basis of individual financial circumstances.

In addition, continuing student athletes at U of T who meet academic or needs-based criteria can access some \$100,000 available annually in financial support and \$1.2 million in annual employment opportunities in the Faculty of Physical Education and Health's leadership development program. Such assistance/employment does not constitute an

tolerance among institutions. At the same time, we think that in the interest of the accommodation that inevitably must take place, we might be able to shift CIAU policy towards some of the other principles dearly held by U of T.

We therefore sought the following in last month's discussions:

- minimum academic criteria, arguing that no student with less than a B average should be eligible for any athletic award
- gender equity, in the form of equal dollar envelopes for female and male awards
- residency requirements, to limit out-of-province recruiting by restricting athletic awards to those with two years' residency in the province where the awarding university is situated.

We also indicated we would accept an increase in the awards ceiling to an amount commensurate with tuition.

Of these goals, gender equity is by far the most important. Despite considerable progress in recent years, the opportunities, budgets and athletic awards for men in many Canadian universities are still significantly greater than those available to women. We fear that if a race starts for new awards, it will further retard the strengthening of women's programs across the country, to the detriment of the competitive opportunities available to U of T women.

What was most encouraging about the November discussions was that most universities seem to share these views. A majority agreed that no new awards should be created unless they move towards or maintain equity. We also agreed that awards could be increased to the amount of tuition and compulsory ancillary fees. We were unsuccessful, however, in winning consent to minimum academic

criteria and to residency requirements. A formal motion incorporating these ideas will be circulated by the end of March for discussion and then presented to the CIAU annual general meeting in June.

Should U of T vote for such a policy, while making it clear we will continue to oppose such awards for ourselves and the OUA? I think we should seriously consider it in the interests of ensuring that female students obtain their fair share of athletic resources available and for strengthening the Canadian athletic union. It would be tragic if a generally successful pan-Canadian organization like CIAU were to disintegrate when a viable consensus on the scholarships issue is within reach. In the end, however, on this matter, U of T will be directed by the views of Governing Council and the advice of the OUA and the Council of Ontario Universities.

athletic scholarship. It is awarded on the basis of academic achievement, financial need or job-related qualifications, not athletic ability.

We also believe that the emphasis of intercollegiate athletics in Canada should be the breadth and quality of programs and the supportiveness of the educational environment.

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Given the rich contribution athletics can make to higher education, and the diverse interests of students, U of T is committed to providing opportunities in every sport where there are enough interested students to field a team and there is appropriate competition available. The university now supports 43 Varsity teams, 22 for women and 21 for men, the largest program of its kind in North America. But exciting competition requires talented competitors and we fear that the financial challenge of funding new athletic scholarships for existing teams will discourage other universities from adding and supporting new teams.

These deep differences in philosophy and priorities might suggest that we simply reiterate our traditional stand on athletic scholarships. Instead we have chosen to support Professor Bedingfield's mediation and to see where it leads. We believe strongly that CIAU is worth preserving and strengthening. We accept there has to be a good deal of

WHATEVER THE OUTCOME, INTERCOLLEGIATE ATHLETICS at U of T are alive and well and on the brink of exciting new advancements. Project Blue, the intercollegiate component of the university's Great Minds for a Great Future campaign, is endeavouring to endow each and every Varsity team, to enrich programs beyond what the base budget can provide. Plans are also well under way for the renewal of Varsity Stadium and Varsity Arena and extensive renovations to the Athletic Centre and campus fields. We continue to attract student athletes who are as outstanding in the classroom as they are on the field. Last year more than one in five of the university's 700 Varsity athletes achieved first-class standing in their studies and during the past 13 years, nine Varsity Blues have won Rhodes Scholarships.

U of T is a great place to be for smart people who love sports.

Bruce Kidd is dean of the Faculty of Physical Education and Health.

